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## The Effect of Occupational Licensing on Women and Minorities in Utah

Jacob Caldwell

Colton Cowan  
*Utah State University*

Olivia Abercrombie  
*Utah State University*

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# The Effect of Occupational Licensing on Minorities and Women in Utah

## What is Occupational Licensing?

- An occupational license is a permission from the government to work in a certain field.
- The occupations and requirements to become licensed vary by state.
- Research suggests occupational licensing can harm certain groups of people.
- Does occupational licensing disproportionately affect women and minorities?

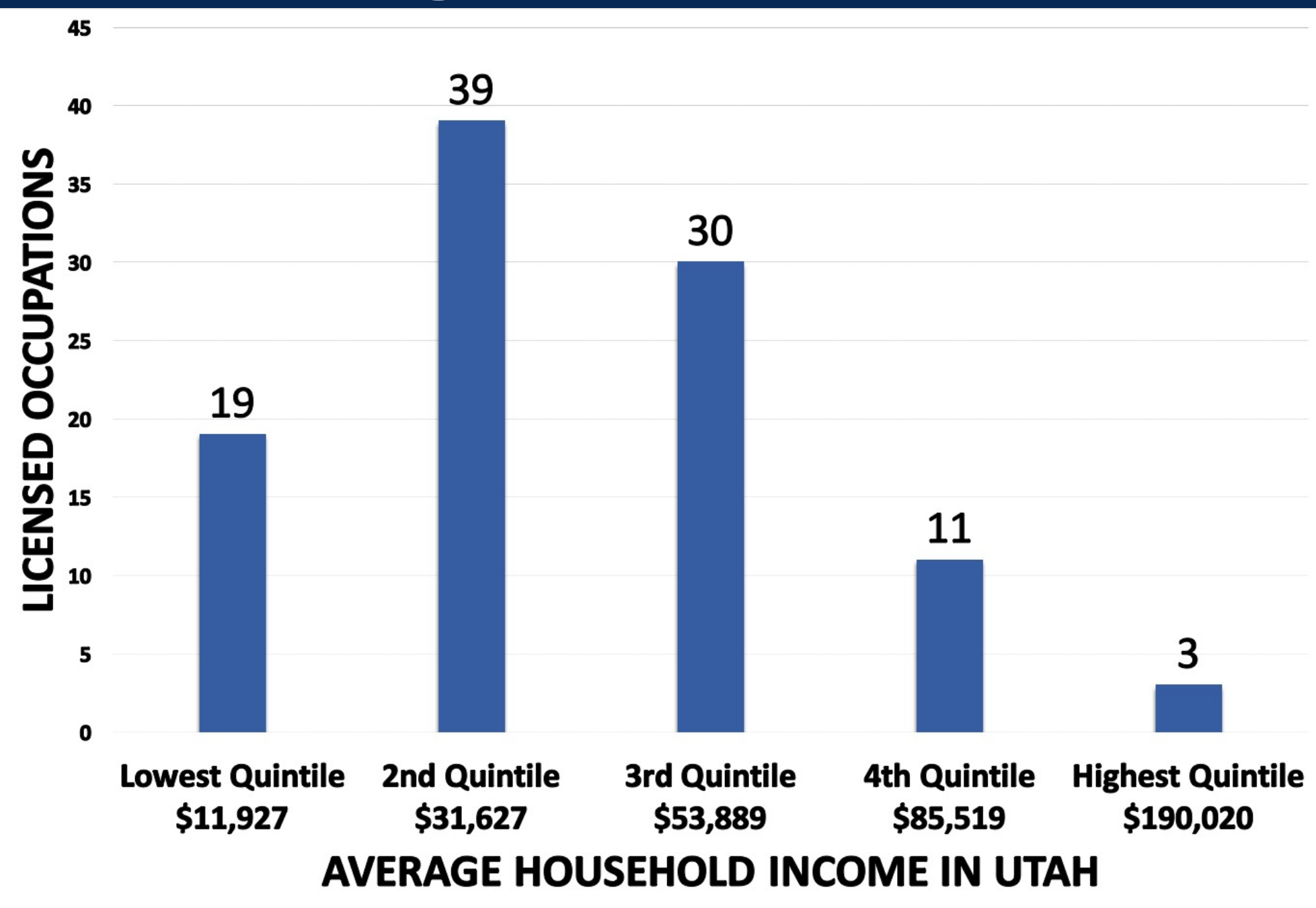
## Case Study One: Massage Therapists

- Massage therapists give massages to relieve pain or stress.
- About 85% of massage therapists are women.
- Massage therapists pose no significant risk to consumers.
- Some requirements include a background check and schooling.

## Case Study Two: Nail Technicians

- Nail technicians give pedicures and manicures.
- About 96% of nail technicians are women and 63% are a minority.
- Procedures and safety precautions can be learned on the job.
- Some requirements include two exams and mandatory schooling.


## Figure 2: Licensed Occupations and Average Income



Most licensed occupations fall within the lowest income quintiles.

Figure 1 – Occupational Licensing Index

Occupation:	Average Income in Utah:	Licenses Issued in 2015:	Application Fee:	Hours of Schooling Required:	Estimated Tuition Cost:	Exam Fee:	Hours of Experience Required:
Massage Therapist	\$33,910	5,512	\$100	600	\$13,000	\$195	1,000
Nail Technician	\$24,420	4,817	\$60	375	\$1,647	\$174	300



This is part of an index we created to document the licensing requirements for all occupations licensed under the Utah Division of Occupational and Professional Licensing.

## Conclusions

- Occupational licensing may disproportionately affect women and minorities.
- Possible alternatives include optional government certifications and easing licensing requirements.
- Further research may include an econometric model incorporating our index and further demographic data.

Jacob Caldwell, Colton Cowan,  
and Olivia Abercrombie  
*Utah State University*

Ryan Yonk, Ph.D.  
*Utah State University*

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